REVISED NUTRITION WORKFORCE PLANNING RECOMMENDATIONS

Presented By
Mrs Jane Chilembo,
NAZ member

At Nutrition Symposium,
26th May, 2016, Chresta Golfview Hotel, Lusaka, Zambia
• The nutrition workforce report provided information on where Zambia is and where it wants to be to scale up nutrition
• The presentation will consider the four line ministries from the Blair report
Key Recommendations

1.0 Health Sector
2.0 Agriculture Sector
3.0 Community Development
4.0 Training Institutions
Health Sector

• The purpose for work force planning in the ministry of health is to improve nutrition services at all levels
• The national level does not have a directorate/department for nutrition
• Currently there are nutrition units in some directorates namely MCH
Health Sector

• Having nutritionist in other clinical department was necessary
• The purpose is to ensure that the nutrition technical support is provided in all the needy areas
### Immediate Recommendation

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<tr>
<th>Recommendation</th>
<th>Rationale</th>
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| Increased representation at national level by proposing personnel in different depts. Namely  
  - Mother & Child Health  
  - Clinical Care & Diagnostic Services  
  - Disease Control, Surveillance & Research  
  - Standards & Communication | To have personnel in all the departments where nutrition technical support is required. |
### Immediate Recommendation

**Recommendation**

Increase number of personnel at:

- district office from one to two people and
- Service area namely hospitals and health centres

**Rationale**

- To improve nutrition service provision
## Intermediate Recommendations

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<th><strong>Recommendation</strong></th>
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<tr>
<td>• Formation of a Department/Directorate of Nutrition and Dietetics</td>
<td>• To main stream all nutrition activities in the ministry of Health and</td>
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<td>• Ensure all the areas that need nutrition technical support receive the support</td>
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<td>• To have a clear hierarchy from HQ to service areas</td>
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Agriculture Sector

The Food and Nutrition unit contributes to the achievement of a food and nutrition secure nation by imparting skills in the farming community on

• the production and consumption of diverse nutritious foods

• processing and preservation skills to ensure all year round availability of nutritious foods both for home consumption and income generation.
The Ministry of Agriculture currently does not have enough qualified nutrition professionals both at diploma and degree level.

Blair’s report shows a 75% variance.
### Agriculture Sector

**Recommendation**

- Create a Food and nutrition directorate
- Fill vacancies of food and nutrition officers at district and farm institute levels

**Rationale**

- This will allow for influence in policy and be able to work with other departments in the ministry that need nutrition technical support
- To improve nutrition service provision to improve food and nutrition security
- To allow for flow of information from both top to bottom and bottom to top
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<td>• Advocate for the opening-up of the frozen positions</td>
<td>• These positions already have already been approved by cabinet office</td>
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<td>• Development of the framework on monitoring and evaluation</td>
<td>• To monitor progress, evaluate impact and identify gaps (important for planning)</td>
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Community Development & Social Welfare

• Is responsible for implementing and coordinating social protection strategic plan
• The social protection strategic plan, include issues of nutrition
• the MCD has not been given the mandate to implement nutrition programmes
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<td>• Ministry of Community Development be mandated to address nutrition sensitive issues and</td>
<td>• To help maintain or improve the nutrition status of the vulnerable and/or</td>
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<td>• this function need to be reflected in the Ministerial functions</td>
<td>• provide information on food and nutrition security issues of the vulnerable</td>
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**Rationale:**

- To help maintain or improve the nutrition status of the vulnerable and/or
- Provide information on food and nutrition security issues of the vulnerable
The principle institutions providing training in human nutrition and related disciplines are the NRDC and the University of Zambia. The objective of institutions is to produce human resource with the required skills and knowledge (competence) for the consumers.
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<td><strong>• Create nutrition specific positions in key line ministries (e.g. MOE, MLGH, MFNP)</strong></td>
<td><strong>• To help drive the nutrition agenda in the different ministries</strong></td>
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<td><strong>• It will allow for better coordination of nutrition activities between ministries</strong></td>
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<td>• Unfreeze practical instructor positions in the food and nutrition department</td>
<td>• To improve to student instructor ratio</td>
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<td>• Create new positions for lecturers</td>
<td>• To improve the student lecturer ratio</td>
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<td>• The improvement of the two ratios will help improve the quality of students produced at NRDC</td>
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Thank you